

DLT Team Charter - Values in Action



Insightful

We are a passionate, responsive and collaborative division who builds genuinely respectful partnerships that facilitate the development and delivery of excellent learning and teaching experiences for staff and students by drawing on extensive expertise and knowledge in the field of learning and teaching.



Impactful

Insightful means we will:

- Actively listen to each other
- Engage in genuine conversations
- Create a culture of enquiry and negotiation that ensures a shared meaning and shared goals
- Celebrate achievements in a meaningful way
- Prioritise respect remembering it is core to building genuine partnerships
- Adopt and encourage favourable behaviours
- Draw on our extensive knowledge and experience in learning and teaching to make informed decisions and develop insightful, innovative solutions.

Impactful means we will:

- Produce high quality outcomes with our partners, focusing on quality learning and teaching experiences for our students
- Be accountable and deliver what we promise in a timely and efficient way
- Continuously engage in professional development to build knowledge in our fields of expertise and harness this to inform our work and ensure it is current, evidence-based and targeted
- Continuously improve, clearly communicating the reasons for change and the impact on us and others.
- Build effective, high performing teams, within our Division, within our University and with external partners



Inclusive

▪ **Inclusive** means we will:

- Respect and value diversity; including levels of experience, different roles, various skills, and culturally and philosophically diverse perspectives
- Have empathy for ourselves and others
- Use positive, respectful interpersonal skills to create a culture that values our people and their strengths and weaknesses
- Communicate openly, honestly and authentically; recognising different needs of individuals, teams and partners and ensuring we provide appropriate context and feedback mechanisms
- Be accessible; to each other, with our resources, and in opportunities for interaction
- Implement accessible work approaches and practices

Inspiring means we will:

- Demonstrate authentic leadership at all levels to successfully implement Divisional and strategic goals that are underpinned by a commitment to our values and collective passion to make a difference to the student experience and the world we live in
- Be brave and challenge the status quo
- Embrace change as a positive opportunity to improve and be innovative
- Collaboratively create engaging learning environments that foster the passion for teaching and learning
- Influence and lead best practice across the Higher Education sector
- Encourage creative impactful approaches to our work and endorse the exploring of new ideas



Inspiring